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FTA NEWS

FOOD, TOBACCO, AGRICULTURAL AND ALLIED WORKERS ... AMERICA—CIO

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What They Told Congress

This week Congress — and especially Republicans like Senator Taft — began to hear from CIO leaders what the people back home think of plans to muzzle labor with anti-union laws.

CIO President Philip Murray started off with a vigorous warning of what would happen to the nation if the plans of the reactionary Republicans and the polltax Democrats go through.

A few days later, FTA-CIO President Henderson delivered the FTA's protest, in a statement for the Senate Labor Committee. Excerpts from Murray's testimony and from Henderson follow.

HAVE YOU WITTEN YOUR SENATOR AND CONGRESSMAN YET?

MURRAY

By speech, by press, by radio, by Congressional proposal, by any and all of a numberless variety of devices this nation has been blanketed with a steady barrage of propaganda, of persuasion, of pressure, of innuendo — all seeking to build up a single line of thought—that the major ills of our nation are attributable to one group, to one class—labor, and that our salvation lies in subjecting this culprit to limitations, to curbs, restrictions, all in the public interest.

The variations in the extremes to which various groups would go should not delude us into mistaking the common direction of all. There is an extremist fringe which would repeal the Wagner Act, repeal the Wage-Hour Law, repeal the Norris-LaGuardia Act, repeal the Social Security Act—all presumably with the intent of permitting this country to start anew, start with a clean slate, start with 1890.

If this makes some of the bills before you look mild by comparison, it is only by comparison, The direction is the same. Only the length of the proposed journey varies.

If you are prepared to say the time has come to weaken unions, then you will have to say that American working men and women through their unions have achieved more than you will concede them in wages, hours and working conditions.

If you are prepared to weaken labor at the bargaining table, then you are prepared to say that the government must be thrown behind the employers.

If that is your program, then we are truly embarking on a new and dangerous era in the history of America.

HENDERSON

Our union has just finished its national convention. I wish that Senators could have sat in on its sessions. They would have seen close to 200 American working men and women, representing workers of all racial and national origins, diverse religious and political beliefs, as are found in this country.

Every delegate, whether Negro or white, Spanish, Filipino, Italian, Anglo-Saxon or other descent, spoke freely and took his or her full part in the discussions and debates of the meeting.

I stress these points because they answer the charge of the Natl. Association of Manufacturers and their spokesmen in press and in Congress that unions such as ours are "monopolies."

You cannot have a monopoly that is run by all the people. It is a contradiction in terms. When the people have the controling voice, monopoly cannot exist.

Such charges, of course, are made by spokesmen for the great corporations that are monopolies themselves. They are made solely for the purpose of confusing the public and preparing the public mind for the legal destruction of unions such as ours.

Our union represents the only hope for freedom from exploitation that many hundreds of thousands of workers now possess.

American workers will continue to struggle for their rights no matter what obstacles are put in their way. To make these obstacles tougher now, as the bills before Congress would do, will not end the struggle. It will make the going harder, and produce even more upsets and confusion in the national scene, but it will not halt American labor's progress.

RANK & FILE DRIVE WINS VOTES FOR FTA

Quick work on the part of FTA won another NLRB election victory this week at the Planter's Cotton Oil and Fertilizer Co., in Rocky Mount, N. C. The vote was 62 for FTA; 12 for no union, and one for the AFL.

Soon after the AFL filed for an election, Planter's workers came to the FTA Local 10 office in Rocky Mount to ask for a chance to vote CIO. As one worker said, "the CIO is the only real thing for bettering our conditions that has ever come to Rocky Mount."

The three week campaign at the cotton oil plant was conducted by rank and file members of Local 10 in Rocky Mount who are determined to bring the benefits of CIO to every unorganized worker in the city.

Pickpockets

Right now a fancy bit of pocket picking is being done on the wages rightly due to you from your boss.

It's being done in the name of "limiting" employer's liability for back pay under the Wage Hour act, with bills ready in both House and Senate.

These bills wipe out portal to portal claims, set the liability limit at one year, let the boss off entirely if he claims he acted "in good faith."

Murray, Henderson Blast Anti-CIO Bills

See page 1, 3

FTA Pact Makes 'Citrus History' In Florida

See page 8

Campbell Lifts Contract

See page 3

THE DRIVE AGAINST LABOR

THE NEW WITCH-HUNT

Some years back unions began to notice something about the Dies Committee — first of the "unAmerican Activities" Committees of Congress — that was more than just coincidence.

What they noticed was this—every time a union, especially a progressive one—got into a tough bout of negotiations or some other beef with the employers, the Dies Committee snoopers would come around. Then, when the negotiations or disputes or other beefs with the company were at their height, out would come a red-baiting blast agains the union.

This has happened many times, to FTA, to the Packinghouse Workers, to the Maritime unions of the CIO, to the CIO United Electrical Workers and other progressive CIO unions. It is a well-established fact that Dies Committee agents were hired from strike-breaking, union-busting detective firms.

It is equally well-established that the biggest financial big-shots in the U. S., up to and including the Morgan partners, advised and laid down policies for the unAmerican snoopers to follow.

Now we're apparently in for a new round of anti-union witch-hunts, dressed up with even more than usual amounts of red-baiting. CIO Legislative Director Nathan Cowan has warned CIO unions to be on the watch for it, urging them to report such examples of anti-union acts to the CIO.

The new round of anti-union blather is timed, like the others, to come along just as the CIO gets into negotiations with the biggest and toughest employers in the nation.

Unfortunately, the new Dies Committee—headed now by Rep. J. Parnell Thomas (N. J.) for the Republicans and the unspeakable Rankin (Miss.) for the poll-tax Democrats —will have powerful agents helping them in the new anti-CIO crusade.

Every worker knows the difference between having a contract in the shop and not having one. Witch-hunts, red-baiting, attempts to frame anti-fascists and union leaders, drives against minorities, racial or political, are all aimed at one thing—tearing up the union contract.

That's why we intend to keep our seats while the new "anti-communist" parade comes along.

FROM WASHINGTON

LICKING THE HAND...

By ELIZABETH SASULY

Last week, on February 18, the House of Representatives voted for the first time in this session of Congress on a key appropriation issue. The actual issue at hand was the voting of money for existing agencies to continue work through the rest of the fiscal year (year ending June 30, 1947). This particular bill would kill rent control immediately by taking away from OPA nine million dollars which Congress had already given it. No money would be left to administer or enforce rent control.

These facts are scandalous enough in themselves, but the actions taken by the House last Tuesday and the debate that went on have a significance which goes beyond even the important issue of rent control:

1. Unless tremendous mass pressure is generated to force a change of direction in Congress, any agency of the government which has any flavor of the New Deal or which in any way fights for the interests of the people as a whole is going to be starved out for lack of funds.

At the same time, money will continue to be spent on the military apparatus at a rate two or three times faster than was ever spent on social welfare even at the bottom of the depression.

2. The Democrats in Congress, unless they are given a strong kick ahead by the people back home, will let the Republicans have their own way without even a show of fight.

The actual vote on the deficiency appropriation was:

Yes—in favor of a bill killing OPA and other agencies standing in the way of unlimited profit grabbing—320;

No—a band of 25, headed by such tireless representatives of the people of Marcantonio and Sabath.

It is instructive to take a look at the Congressional Record and see how the Democratic Party kingpins acted and voted.

McCormick of Massachusetts, the former House majority leader and still one of the two or three most important Democrats in the House, went through the motions of speaking against the bill. Then when it came time to vote, he caved in without even a whipper, and voted alongside of his supposed enemies the Republicans, FOR the bill.

In the last congress, while New Deal leadership still kept the Democrats in power, Sam Rayburn of Texas was the Speaker of the House. In the debate on this bill he did not open his mouth. But when the vote was tallied—and there would not even have been a record vote if it had not been forced by the quick-witted Marcantonio—Rayburn voted for the bill. Apparently he too was quite willing to give in completely and gracefully to the Republicans who had beaten his floundering party in the elections last November.

Here is the shabby spectacle of Democratic leaders kissing the hand which knocked them down.

STUDY THIS

Look at this. If you can't find your Congressman's name on it, it means he voted with the Republican leadership to kill rent control and sugar price control. Whether Republican or Democrat, if your Congressman's name is NOT on this list, he voted against YOU:

Buchanan	Madden
Celler	Marcantonio
Delaney	Miller, Calif.
Douglas	Norton
Gordon	O'Toole
Hart	Powell
Heffernan	Price, Ill.
Huber	Rabin
Karsten, Mo.	Rayfiel
Kelley	Sabath
King	Sadowski
Klein	Somers
Lynch	

It will do us no good to weep into our beer mugs or sit back in cynical bull-sessions and tell each other what a bunch of stumblebums the Democratic politicans turned out to be as soon as they lost the master hand of FDR above them.

If anything emerges clearly from the whole mess, it is this: we have got to build our own independent political organization. When I say "we", I don't mean just us it FTA or only we of the CIO, or the CIO and AFL as a whole.

I mean everyone who has to work hard for a living. I mean everyone in every FTA plant and also the man in the next house who is assistant manager of a gas station and his daughter who keeps books for a dry-cleaner and his cousin who farms 150 acres ten miles from town.

But it is up to us, and I do mean us in FTA and other unions, to lead the way, just as we have been out in front on every question which involves the bread and butter of all the American people.

We have got to continue the usual ways of putting pressure on Congress—letters, wires, delegations and the rest. But far beyond that we have to work night and day to build our own independent political organization in every plant and in every precinct, ward, or assembly district we live in.

We need our own independent organization no matter what way the political winds blow. We certainly need it to elect any labor candidates. We would need it equally if we find Democratic candidates we can accept. If we do not build our own political apparatus, we can wave goodbye to everything we have fought for and won during the last fifteen years.

TRYING THEIR HARDEST

As FTA's Washington Representative points out in her column adjoining, only 25 Congressmen out of 355 voted to keep rent control and sugar price control in the test on the funds for what is left of OPA. Without these funds, OPA automatically dies and with it dies rent control.

Time was when the people could look to the Democratic party leadership, when it was under FDR's control, for help on such issues. Now that FDR is dead and Truman is in, the people can look only to their own resources for hope.

Independent political action begins at home, down in the wards and precincts of your home town. County, city and town elections are set in thousands of places for this year, even though no Federal offices are being voted on.

Why not get out and work for good, progressive candidates for these offices now—while you're doing it, you'll be building up political strength for the next Federal poll in '48.

FTA news

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Two labor enemies—both of whom hope to be Republican candidate for President of the United States next year—smile as they look over plans to shackle unions. Left is "liberal" Harold Stassen, whose Minnesta state labor relations law is model for union-busting employers, and right Senator Robert Taft, arch-reactionary in charge of the Senate Labor Committee.

Campbell Co. Stalls As Congress Hits Unions

Watching and waiting for a Republican - controlled Congress to Act on a long string of anti-union bills, the biggest cannery in the world is sitting back and saying "No" to every contract renewal proposal made by FTA Locals 80 and 194 in the Camden and Chicago plant of the Campbell Soup Co.

The stalling tactic started when Campbell's took the unprecedented step of cancelling the contract outright and insisted on starting from scratch, as though the union had never had a contract before. This was done despite a union offer to extend the present contract two months.

This is what Campbell's management — after more than five years of dealing with the union — wants:

1. The open shop—which they don't blush to name, thus: "The company (says Campbell's proposal) and the union agree that their relations shall be governed by the open shop principle."

2. An end to seniority rights, wrapped up in this pretty phrase: "When it is necessary to lay off employes with seniority standing, the company shall determine, in its sole discretion, the order in which these employes shall be laid off."

3. A tightening up of the oppressive Bedaux system, whereby workers failing to keep up what the company calls "100 percent effectiveness" will be cut to the next lowest rate until finally he reaches the hiring-in rate.

This gimmick, which the union abolished some time ago, would make the worker pay the cost of poor material, machine breakdowns, and other hold-ups beyond his control.

4. Then, just to make sure of a docile labor force, the company proposes that newly hired workers be put on probation for the first three months, during which "the right to discharge these employes with or without just cause remains at the sole discretion of the company and shall not be challenged by the union."

In other words, the union is supposed to take and like it, and keep quiet during the process.

But the two locals, negotiating jointly in Camden and Chicago, aren't taking it and liking it. Acting as one union, they are demanding:

1. A 15c an hour "token payment" wage increase.

2. Preferential hiring plus checkoff, with a 30-day period after which new employes become members of the union.

3. Plant - wide seniority; recognition of seniority in up-grading, layoffs, etc.

4. All incentive systems, job classifications, etc., to be agreed upon between the union and the company by collective bargaining, and all rates to be based on the job, not on whether the worker is a man or a woman.

The negotiations involve close to 10,000 workers, 5,500 in Camden, and 4,000 in Chicago.

CIO TO CONGRESS— KEEP LABOR FREE

The high-ceilinged hearing room of the Senate Labor Committee down in Washington was jammed to the doors when CIO President Philip Murray made his plea to the U. S. Congress to keep the chains off American labor.

Senators, reporters, and a capacity audience of spectators leaned forward as Murray said: "The bills before this Senate committee are vicious. Is this to be labor's reward for patriotic service during the war—a total of some 250 bills offered in Congress, each of which offers a penalty against labor?

"God Almighty, what crime has labor committed? What have unions done except to achieve a record of service to their country, both in the war and in the unparalleled production since the war? Is shackling to be the reward of the workers?"

None of these bills, he pointed out, gets at the root of the trouble, which is the wretched status of the American workingman today.

"Look," Murray said, "in February, 1947, the worth of a worker's weekly wage is $6.00 less than it was in April, 1946. The most provocative thing now is not the allegedly bad practices of labor, but the rape being perpetrated on the American people in profits."

Concentrating much of his fire on food profits and prices, Murray showed that wholesale prices went up 58 percent between January, 1945, and November, 1946, while food workers' wages increased on an average of 21 percent.

"A rise of 21 percent in hourly earnings, contrary to popular belief, doesn't require a similar almost poping out of their seats in their haste to explain it all away.

price increase. Labor costs represent less than 9 percent of the value of the product. Therefore a 21 percent increase in hourly earnings would entail less than a two percent increase at the wholesale level, which could be absorbed out of profits without necessitating any price rise.

"But instead, food processors increased food prices 58 percent . . . almost 30 times more than necessary to offset wage increases. The effect this tremendous increase in prices has had on profits is fantastic. Most of the basic food companies show profit increases in 1946 of two and three times, or 100 to 200 percent above 1945."

This attack on super-profits—the sacred cow of Congressional reactionaries—had the Senators

The explanations didn't help much, especially when the boy wonder from Minnesota, Sen. Ball, snapped angrily: "Statistics mean nothing. We have no jurisdiction over profits. Our function is merely labor relations."

Nor did Sen. Taft (R., Ohio), who pants for the Presidential nomination in 1948, help his case when he bumbled in with "Profits are only six percent of overall income . . . you can't squeeze 30 percent out of six percent overall profits."

Said Murray quietly: "You're being just a little bit mischievous with figures there, Senator."

Sen. Morse (R., Ore.) who makes much of his "liberal" appeal to the voters, wasn't concerned with profits, one way or the other. He was worried about "jurisdictional strife" and secondary boycotts, which he wanted abolished by law.

In reply, Murray offered to meet with AFL President Wm. Green and the Senate Committee to work out a practical solution for such problems, warning that compulsory legislation held dangers of "totalitarianism."

OOPS, Senator Taft!

Sen. Taft (R., Ohio) has a "1948 personality" these days. Ordinarily cold and hostile to labor people, he was smiling, if somewhat painfully, throughout the hearing.

He didn't smile, however, when he made a slip of the tongue in talking about his solution for all labor problems. Speaking on the NAM theme of "shouldn't prices go down and not wages go up," he came out with this!

"Isn't it better to take profits down by reducing taxes—that is, I mean, by reducing prices — rather than raising wages?"

Excuse it, please!

FTA — TARGET FOR TODAY

Special attention is, as usual, given FTA in the general anti-labor drive in Congress. Two bills have been put into the House which hit at FTA workers and unorganized workers in FTA industries. HR 8, the Smith bill, takes Wagner Act protection from packingshed workers by calling them agricultural workers. This is the same thing attempted last year by the Ellitt rider. Rep. Hoffman (R. Mich.) decided to carry the technique of labelling workers "agricultural laborer" a little farther and includes in his definition not only packingshed, but cannery, dairy, cotton compress, cotton gin workers and those in freezing plants.

It's no accident that these two men are taking the lead in the fight against FTA. They both have been closely connected with past attempts in this direction. The rider racket to beat FTA's organizational successes began in 1945 with hearings by the Committee to Investigate Executive Agencies, Howard Smith, Chairman, Clare Hoffman, member.

PRES. DONALD HENDERSON

Ivan McDaniel, lawyer for the California citrus industry came back to Washington and sold this Committee a bill of goods on keeping FTA out of the open shop packing sheds after FTA won some 25 elections. The Smith Committee obliged by holding hearings to "investigate" alleged improper actions of the NLRB and WLB in this industry and persecute FTA representatives and attorneys.

The committee's charges fell flat, but their hearings were used as a forum to drum up support for the first rider which was introduced. Today the shoe is on the other foot and the NLRB is acting on FTA charges that the citrus industry through Ivan McDaniel refused to bargain after we won elections.

But Smith and Hoffman are carrying on in the name of "protecting the farmer." Just how much interest these two men have in their farmers in their predominantly rural districts is indicated by the following facts: Smith is tied up with the dairy processing interests in the 8th Congressional District of Virginia, which have fought dairy farmers efforts to stabilize prices.

Hoffman, who has been in Congress since 1934, has made a profession of attacking labor, and while claiming to be a friend of the farmer, has done nothing for him. He voted against giving incentive payments to farmers during the war, against funds for crop insurance and against the rural electrification administration, an agency whose program is of the greatest importance to farmers.

CIO President Philip Murray leans forward to emphasize a point in his testimony against labor-busting bills in the Senate Labor Committee. Murray told Republican and polltax Democratic Senators alike: "Hands off labor laws," and was followed later on the stand by FTA President Donald Henderson.

THE DRIVE AGAINST LABOR

This is the second installment of the CIO pamphlet "The Drive Against Labor," which tells the story of the bosses' plans now shaping up in Congress. Read it, pass it around, order copies from CIO Publicity Dept., Washington 6, D.C. (10c each, 100 for $7.50).

FTA News will run more installments of the pamphlet until it is finished, because the editor believes it to be the best explanation of the whole drive to cut your wages and your living standards yet written.

The pamphlet was prepared under the direction of Lee Pressman, general counsel, CIO.

Senator Ball insists that a prohibition of industry-wide bargaining is necessary to prevent industry-wide strikes which injure the public welfare. However, to the extent that industry-wide strikes occur, they occur in industries tightly organized by employers—where for generations the employers have joined together throughout an industry to pit their combined economic strength against their employees.

Experience has shown that if the law required negotiation with single employers, all the rest of the employers in the industry would rush to the rescue of the one employer involved, in order to insure that he would suffer no loss through any strikes he might provoke. Union members in other plants would thus be forced to work in order to break a strike of their fellow employees.

It should also be borne in mind that a major inducement for peaceful settlement of issues is the recognition by an employer that other employers will ultimately be required to settle on the same terms. A prohibition on industry-wide negotiations would destroy the economic pressure which makes possible uniform settlements. It would thus actually provoke and prolong strikes in the narrower areas in which the law would permit negotiation.

If the policy of division advanced by the proposal succeeded, lower standards would develop in some plants than in others.

Other employers in that industry, placed at a competitive disadvantage, would inevitably try to equalize their wages and working conditions. The result would be an epidemic of strikes throughout various single units of the industry. Conversely, if some employers were forced to establish conditions better than the rest of the industry, the resultant inequalities would then cause strikes in other units to equalize the inequalities.

But in either event, the possible injury to the public welfare is far greater than is involved in the situation at present.

Two additional conclusions of the Princeton study mentioned above are important:

". . . elimination of wage-cutting has tended to stress efficiency of management as the most important factor in competition."

". . . Concentration of the change in one industry-wide determination avoids the labor unrest and series of strikes that often accompany competition between firms in the timing of wage changes or competition between rival unions in exacting concessions from employers."

No Comparison

When the NAM urges that a combination of human beings who join a labor organization to advance their conditions of work is to be compared with a combination of profiteers seeking to gouge the public by joint policies, the NAM is turning the clock of history backward.

The Thirteenth Amendment to the United States Constitution destroyed the institution of slavery and declared that the labor of human beings could not be considered in the same category as ordinary pieces of property, chattels or commodities. In 1914 the Clayton Act laid down a principle which no one has dared openly to deny in the years since, namely, that "the labor of a human being is not a commodity or article of commerce." The NAM today apparently doubts the truth of this principle.

Wendell Berge, Assistant Attorney General of the United States, in charge of anti-trust prosecutions—a man who knows about monopoly problems—recently said:

"The monopoly problem is today more serious than at any time since the passage of the Sherman Act. If monopoly power follows its traditional course, we can expect higher prices, limitations on production, and a lowering in the level of employment. Monopoly power prevents the full utilization of our productive and human resources. It retards technological progress. It stifles the development of new enterprise . . .

". . . The twin demands, 'hands off business' and 'curb labor' have long been the heart of the anti-democratic program of those who favor the corporate state. To say that labor unions shall be restrained while the march of monopoly is allowed to continue will result in the abandonment of industrial democracy. If industrial democracy is permitted to perish, our proud heritage of political freedom cannot survive."

"The Closed Shop Is Un-American"

The closed shop is neither a new nor a rare feature of American labor relations. Workers in America have operated under closed shop contracts for over one hundred years.

As long as there has been collective bargaining there have been closed shop or union security contracts. Today approximately nine million American workers enjoy the benefits of union security contracts. Almost the entire steel industry works under union security contracts. Over 90% of the men and women's clothing industries do likewise. This type of contract also predominates in the fur, rubber, printing, maritime, electrical manufacturing, textile, and many other industries.

Without the closed shop it would be impossible to achieve industrial peace and stability. Impartial authorities on labor have for many years agreed that union security contracts promote industrial peace.

A study, "The Closed Shop," by Father Jerome L. Toner, formerly of Catholic University, draws the following instructive conclusions with respect to the benefits of closed shop contracts:

"1. Labor relations are considerably smoother as a result of the closed shop.

"2. Trade unions have demonstrated genuine responsibility under closed shop contracts, and have contributed substantially to the improvement of production.

"3. The closed shop will probably be the rule rather than the exception within the next decade."

It is obvious that once a union has no longer to fear for and fight for its security it is then able to turn its energies to a smoother operation of labor relations and to the achievement of industrial stability.

In addition, the constant frictions which occur when union members and non-union people work in the same plant, and when two rival unions are operating in the same plant, are eliminated under the union shop agreement. Many managements, recognizing these facts, have hastened to conclude such agreements.

Just as employers who are anxious to promote industrial peace in their plants have favored the closed shop, so opposition to the closed shop invariably is the program of employers who actually desire to destroy unions and collective bargaining. It is a matter of record that the powerful anti-labor employers in this country who seek to destroy unionism disguise their objective behind the mask of opposition to the closed shop. This identity between anti-unionism and opposition to the closed shop is fully borne out both by the records of the LaFollette Committee as well as the records of the National Labor Relations Board.

It is no accident that the term "open shop" has come to be synonymous not merely with opposition to the closed shop but with complete hostility to unionism, violence against union organizers and union members, the use of strike-breakers, company thugs, and open industrial warfare. Legislative prohibition of union security would immediately give rise to a resumption of these pernicious practices.

A prohibition of union security would be an open invitation to all employers to destroy and cripple unions. A wave of industrial strife would thus be precipitated which would seriously injure the public welfare and promote bitterness in our labor relations for generations to come.

No Principles Involved

It is highly significant that the most bitter opposition to union security comes from well-organized employers' organizations and associations such as the National Association of Manufacturers and the National Metal Trades Associations, rather than from free individual employers.

It is also significant that the same anti-labor employers who belong to these powerful employer associations actually use the closed shop technique to prevent bona fide labor organizations by signing back-door closed shop agreements with company unions which do not represent their employees.

R HAS YOU FOR A TARGET

These employers are obviously opposed to the closed shop in principle, for they consistently resort to the closed shop when it suits their anti-union purposes. They only condemn the closed shop when it furnishes security to a bona fide labor organization. As Father Toner's study, referred to earlier, points out:

"Many of those employers who use the closed shop to frustrate genuine labor organizations frown on it when they are asked to incorporate it into the standard union contract."

Union security rests upon a simple and unanswerable logic. A union in its collective bargaining is required by law to make a fair and just bargain for all members of the bargaining unit. It is actually illegal for the employer, through collective bargaining, to make better terms with the union for members of the union than is made for non-members. If the union is required, therefore, to perform its services for everyone, why should not those who receive the benefits of those services also share the obligations and the responsibilities of union membership?

Union security, therefore, is nothing more than the established American principle that those who share in benefits share in responsibilities.

We would not dream of permitting individuals to evade their responsibilities as citizens by refusing to pay taxes. Why should the same individual be permitted to evade the responsibilities as a citizen of an industrial democracy by being permitted to remain outside of the union?

Moreover, while these proposals are usually offered under slogans about the "closed shop" they invariably outlaw any union security clause. Under maintenance of membership clauses, for example, employees are free to decide whether or not to join a union but are required only to accept the principle that if they do join they remain bound for the duration of the contract. These clauses, too, the proposals would prohibit.

Freedom to Contract

Those who oppose the closed shop frequently mouth phrases about compulsion. Yet these same individuals ignore the fact that a union security clause in a contract between an employer and a labor organization is the result of free collective bargaining. To empower the government to step in and actually to prohibit real collective bargaining is compulsion and regimentation at its worst.

In the American free enterprise economy there is nothing more basic than the freedom to contract. To deprive a labor organization and an employer of the freedom to make a contract for union security is an undemocratic attack upon a basic right.

Those who attack the closed shop and other union security clauses so vehemently also try to give the impressions that such clauses tie the workers into the unions forever. Actually the Wagner Act, so much attacked and misrepresented by these same people, gives the workers complete freedom, regardless of closed shop clauses, to express a full and free choice on union preference at the end of each term of the contract, if they so desire.

Because legislative prohibition of the closed shop would promote industrial warfare; because it repudiates the American principle that those who receive benefits should be required to share responsibilities; because such legislation is a drastic interference with freedom of contract and with free collective bargaining, such legislation is unsound and dangerous.

It is not the closed shop which is un-American. On the contrary, opposition to union security rests upon principles which are fundamentally un-American.

Do This Now To Save Your Union And Your Job

Write, wire your two Senators, tell them!

HANDS OFF LABOR—LEAVE THE WAGNER ACT, WAGE HOUR ACT, ANTI-INJUNCTION ACT ALONE

AMERICAN LABOR MUST STAY FREE!

Send wires, letters to Senators at Senate Office Bldg., Washington, D.C., and to Representatives at House Office Bldg., Washington, D.C.

"Make Unions Suable . . ."

In the never-ending war upon labor unions and upon free collective bargaining, the organized anti-union employers of this country and their Congressional spokesmen employ one familiar technique. They invent an imaginary evil in labor relations and then propose a "cure" which if adopted would result in profound injury to sound labor relations and in a weakening of labor organizations themselves.

Typical of this technique is the freguently advanced proposal that labor organizations be made suable. The argument is made that labor organizations are not at present suable and therefore they should be made suable "in order to make them responsible."

In the first place, this type of proposal is based upon an assumption which is completely false and deliberately intended to smear labor. The proposal assumes that unions, and unions alone, frequently violate collective bargaining agreements and therefore should be made subject to some special redress.

What are the facts?

Is this proposal supposed to solve any labor problems revealed in the experience of post-war strikes?

In not one of the major CIO strikes was there a violation of a collective bargaining contract or any other type of obligation. In contrast, it was the General Motors Corporation which rejected the award made by a fact-finding board appointed by the President; it was the U. S. Steel Corporation which rejected a settlement of the President himself; and it was the Westinghouse Corporation which was denounced by two prominent conciliators for its provocative and unreasonable prolongation of the strikes.

Is this proposal supposed to deal with some long-standing problem of contract violations?

It should be realized that every one of the thousands of arbitration awards each year which uphold union grievances is a decision that an **employer** has violated a contract. On the record, therefore, there are hundreds of **proven** employer violations for each **alleged union** violation.

Whether the union or the employer is a violator, court litigation will not establish good labor relations. But it is significant to realize that these labor baiters are trying mainly to establish a false public impression unfavorable to unions.

This type of proposal seeks to smear unions in still another way. It assumes that unions are in a class apart from employers and enjoy a special privilege under the law.

The plain fact is that unions are suable for any breach of their obligations.

There is not a single state in the United States in which a union may not be sued for breach of a collective bargaining agreement. In 24 states, express statutes have been passed making a union suable either in its common name or through officers, such as the president or the secretary, designated by the statute. In the remaining states unions are suable in these cases upon the basis of some other type of statute or established common law principles.

The Real Purpose

But the real purpose of those who are pressing for an amendment "to make unions suable" is not merely to smear labor organizations and to create in the minds of the public the idea that labor is irresponsible both in fact and in law.

Their purpose goes beyond this. Anyone who is familiar with the field of labor relations recognizes that a lawsuit is the simplest and most effective way to destroy harmonious labor relationships. Employers and labor organizations with a bona fide desire to live in peace and harmony strive in every way possible to free themselves of legalistic technicalities. There can never be good relations between an employer and a labor organization if a law suit is the end product of a breach of a collective bargaining agreement.

A collective bargaining agreement is not an ordinary type of contract. It is a contract which is designed to promote a continuing amicable relationship between an employer and the labor organization of his employees. Because of their special nature and purpose, labor agreements have developed their own special form of redress for breach, namely a grievance procedure.

The sheer chaos which would result if labor organization or employer, instead of filing grievances under the contract, sued in a court of law for violations of the contract is indescribable.

Those who would invite the parties to a collective bargaining relationship to substitute for the grievance procedure resort to law suits must be condemned as disrupters and troublemakers.

(To be continued)

'WHY I NEED A PAY RAISE'

The bosses and their stooges in the newspapers, on the radio and in Congress are trying to pretend that American workers don't need a wage increase.

Some of them even have the nerve to try to make us think an increase now would hurt the country—which is made up of people who get their living by working for it.

FTA News asked these rank and file members to tell how and why they need a wage increase. Read their story and don't listen to the lies you read or hear.

Mrs. Carrie McCreary and Earl E. Rainwater are members of FTA Local 78, Salt River Valley, where they trim and pack lettuce. They say: "We feel we are entitled to a raise due to the high cost of living and rents. Our cost of living is even higher than other workers' since we have to migrate from place to place to make a living. At times we have to cover three to four states to keep employed. We have our own transportation to pay from job to job."

Mrs. Essie Hunter, member of Local 22 and worker at the Reynolds Tobacco Co. in Winston-Salem, N. C., makes $28.80 a week. Sister Hunter has seven children, and it costs $2.16 a day for bus fare and lunches alone. "Food and keeping shoes on the children is hard. And what do they eat? Potatoes, beans, grits, cabbage, hardly ever any meats. We haven't had milk in three months—it's 21c a quart. More money would give my family some meat and milk," says Mrs. Hunter.

Mrs. Arlene Rowland, packer at the Quaker Oats plant in Memphis, Tenn., says: "I need a wage increase now because on 65c an hour, with prices the way they are, I just can't take care of my four children. My husband is sickly and can't do heavy work, so the little money I take home is about all we have to live on. And anybody who thinks it's cheaper to live down here in the South than it is in the North is crazy. Food and clothing and lights and heat and everything costs us plenty."

"The worker should receive an adequate pay raise," says A. Ferragano of Local 207, Brooklyn, N. Y. "The high cost of living is increasing day by day. Present wages do not meet the cost of living today. America fought to preserve the right of mankind to live as human beings and not as serfs under cruel dictators. So in order to maintain that high standard of living our boys gave their lives for, the American worker should receive a sufficient salary to set an example for the rest of the world."

"Looking at it from a woman's angle, I feel we should get an increase in wages," says Yolanda Cama, a worker at Hills Brothers in Brooklyn, N. Y., and member of Local 207. "In order to get the proper food and wear for our families our buying power should be on a base to meet the much too high cost of living. We should receive an increase in wages in order to meet the expenses and costs of our homes, and to be able to set aside a little for a rainy day."

'CAMELS' RAKES IT IN— $$$ AT 10 YEAR TOP

Net profits for the R. J. Reynolds Tobacco Co., after taxes, increased 42% over 1945, totalling nearly $28,000,000, according to the company's financial statement published recently in the Winston-Salem, N. C., Journal. This is the company's highest level since 1936, $1,400,000 more than the average profit earned by the company during the four pre-war years, 1936-39.

In addition, the company strengthened its financial position in the past year, making big gains in net worth, working capital, assets and surplus. Dividends paid out to stockholders increased sharply.

Profits before taxes reached the highest level in the company's history, totalling $49,309,000, for a gain of 32% over 1945. This figure shows the company's ability to pay higher wages, since wages are an operating cost which are paid before taxes are figured.

Highest net sales in the company's history were reached in 1946, totalling $613,106,000 or 42% over 1945. This peak in sales is more than double the company's sales before the war.

How enormously the company profited during the war, in spite of heavy wartime taxes and higher leaf tobacco costs, is shown in the increase of the value of the business, or net worth. Net worth for 1945 totalled $221,121,000, an increase of $75,888,000 over 1939.

Net working capital, representing the excess of current assets over current liabilities increased by $63,623,000 to a total of $263,318,000, a 32% gain over 1945. Total assets reached $390,182,000, an increase of 25% in this one year alone.

Surplus of the R. J. Reynolds Co., or undivided profits, came to $8,708,000 during the past year, bringing the total surplus to $72,121,000. Since 1939, the company has salted away some $27,000,000 in its surplus account.

Dividends paid out to stockholders increased by 15% over 1945, and totalled $19,264,000. This is the largest amount paid out in dividends since 1941. Earnings per common share increased 99% over the earnings per share in 1945.

FTA WAGE POLICY

By Joseph Califf
Research Director

One of the chief actions of the FTA Convention in January was its adoption of a statement on wage and contract policy. This statement sets forth the basic objectives of our union in contract negotiations for the next two years.

The statement first points out that during the current period, when unions go into contract negotiations they will be coming up against a concerted campaign by the bosses of big business to smash the labor movement. This campaign is taking place on two fronts: in Congress, and in collective bargaining where it takes the form of company demands for contract changes which would seriously weaken the union.

Our union has already come up against this union-busting campaign. The Campbell Soup Company has made demands on FTA Locals 80 and 194 which would enable the company to break the union in no time at all.

Locals must prepare in advance for this type of attack and must involve their membership in the negotiations to the greatest possible extent so as to maintain a solid front in support of their demands.

Wage Increases. FTA policy requires all locals to seek substantial wage increases as soon as contracts permit. Large raises are necessary in order to bring sub-standard wages in the food, tobacco and fiber industries closer to a decent living wage and more into line with wages in other industries. Raises are also essential because the jump in the cost of living since the end of price control has more than wiped out wage gains since V-J Day.

The policy does not call for any specific amount of wage increase. Obviously, considering the large number of industries in which our members work and the different conditions in those industries, it would not be practical to set a uniform wage goal for all.

Each local should carefully formulate its own specific demands on the basis of the needs of its members and conditions in the industry and the plant. It is essential, however, that there be the greatest possible coordination between locals through consultation with the regional and the national offices.

Cost-of-Living Bonuses. So called "escalator clauses," which provide for raising or lowering wages in accordance with change in the cost of living, are contrary to FTA policy and should be eliminated. The main objection to such clauses is that they weaken the bargaining strength of the union by making the main issue in wage negotiations a question of whether or not living costs have increased, rather than whether or not the workers need a raise.

Such clauses also assume that wages generally are adequate for workers' needs and have to be adjusted only if prices go up. Other objections are that they are always based on indexes which underestimate the real increase in the cost of living, and they may also be used by the boss to cut wages.

The need for wage increases during the contract year should be met, not by cost-of-living bonuses, but through a wage reopening clause allowing the union to reopen wages on 30 days notice.

Minimum Wages. The new policy sets at least 75c an hour as the minimum wage goal during the coming period.

Half of our members already work in plants where the minimum now is 75c and over, and every effort should be made to raise the scale in these plants further.

Overtime Pay. One of our most important objectives is to complete the job of securing full overtime premium pay for the workers in FTA industries. Great progress has already been made along this line in overcoming the exemptions in the Wage and Hour Act.

To obtain this objective, locals should demand: (1) time-and-a-half after eight hours a day and 40 hours a week; (2) double time after 12 hours a day; (3) time-and-a-half on Saturdays; and (4) double time on Sundays and holidays worked.

(to be continued)

'SOMETHING NEW HAS BEEN ADDED'—BY FTA

"Greenville is beginning to look like a mighty different place since FTA organized Local 10 in North Carolina. Since we've been organized, we have suffered less police brutality and we've been getting more respect from the rest of the people in the community," Cornelius Simmons, chairman of the Greenville Division of Local 10, told a recent executive board meeting of his division.

Discussing the anti-labor bills now up in Congress, Simmons denouced them as "Hitler's policy."

"As chairman of this division, I urge my people to help fight the fight of the working class. I tremble to think of how the civil, democratic, and constitutional rights of the people are being blasted and stampeded to bits.

"We must go at the job together or we will find ourselves facing the old days of slavery. FTA-CIO has begun the task of opening our eyes. We must support our union in our own defense."

The executive board passed a resolution pledging a fight against the anti-labor bills which would "prevent the people from obtaining a living wage and better working conditions through their collective bargaining rights."

Hunt Contract Brings Gains

Wage levels from $1.55 an hour for machinists to $1.00 for piece rate workers marked the contract recently signed by FTA Local 25 and Hunt Foods, Inc., of Los Angeles, Calif.

The contract, which covers a peak operation of 1,500 workers, amounts to a wage increase of 11½ cents, plus a 10 percent raise in piece rates and abolition of unequal pay for women. Double time is set for seven holidays, if worked, with time and a half for Sundays. Forty hours is the standard week "during non-perishable production periods."

Workers at Hunt's got a laugh when the AFL rushed in on the day the contract was ratified with a big noise to the effect that "FTA was getting no contract."

A new clause in the contract outlaws all discrimination "because of race, creed or color."

Local 25 Vice-President Irving Goldfeder, Local Organizer O. H. Johnston signed for the local and Dixie Tiller, former FTA vice-president, for the international.

After rising steadily over a period of months, milk prices today crashed down one cent....

UNITED ACTION SET BY TENNESSEE LABOR

The biggest demonstration of labor strength ever seen in the Tennessee State capitol took place on February 13, when 2,500 representatives of FTA, other CIO, AFL, Railroad Brotherhoods and independent unions marched on the capitol in Nashville to protest open-shop legislation.

Following an eight blocks long parade, labor spokesmen appeared at the Labor Committee hearings to argue against the anti-union bill. Before that, representatives of the various unions got together to form a Joint Labor Committee which they plan to make permanent.

In spite of this unprecedented demonstration of labor unity, the State legislature passed the anti-union bill, becoming the fifth state to outlaw the closed shop. The bill makes it illegal to compel an employer to hire union workers. Violations are punishable by fines up to $500 or jail sentences of 11 months and 29 days, or both.

The bill was described by local AFL and CIO officials as "the most serious threat to unionism in Tennessee labor history."

Meanwhile, Local 19 members in Memphis are determined to strengthen their union by building 100% union shops. Workers at the Happy Feed Mills, Quaker Oats, and Federal Compress plants now boast 100% union membership in their plants.

UNITY FOR GROWTH MARKS 78 MEETING

By Margaret Briggs, Reporter

A program for a bigger and better local this year resulted from Local 78's three-day annual conference held in El Centro, California, February 1st to 3rd. Highpoint in the discussion was the International Convention's decisions for organizing Local 78.

Local 78's membership is so large and so far-flung over California and Arizona that it takes an annual conference to get them all together. More frequent membership meetings are held in each of the four divisions.

Presidents of the four areas comprising the local, Holman Day, Tex Bell, John Gillette and Ralph Hargrove took turns chairing the conference sessions. Day opened the conference with a keynote of unity throughout the local in order to achieve its program.

Guest speakers were: International Vice-President Luisa Moreno; California CIO Council Secretary-Treasurer Merv Rathborne; Research Director Paul Pinsky; FTA Regional Director Jack Montgomery; and International Representative Dixie Tiller.

Charter New Locals

Two new locals were chartered this week, Local 86 in Tampa, Fla., and Local 117 in Greenville, Tenn.

Officers of Local 117 are Ben Wilson, president; Katherine Trantham, vice-president; Fannie Bracken, recording secretary; L. V. Beach, secretary-treasurer; Doak Gregg, sgt.-at-arms; Herman Harmon, Jesse Gosnell and Margaret Gulley, trustees.

Local 86, California Packing Corp. plant, officers are: Samuel Sylvester, president; Gilbert Berg, vice-president, and Sarah Reynolds, secretary-treasurer.

FTA Aids Planners

Two FTA members have been named to the Continuations Committee growing out of a Statewide Legislative Conference which saw 500 delegates representing a broad cross-section of California life gather in Sacramento February 15-16 to draft a common legislative program.

Holman Day, Salinas, president of Fresh Fruit and Vegetable Local 78, and N. E. Daniels, Riverbank, a member of Local 82, were named to the comittee which will carry forward the program of the conference.

Both men played prominent roles in the Conference, which was attended by delegates from various parts of California, representing the AFL, the CIO, Railroad Brotherhoods, Progressive Citizens of America, farm organizations, National Association for the Advancement of Colored People, National Negro Congress, old age pension groups, etc.

Training For Leadership

GOOD WORK IN 22

By CONNIE ANDERSON, Education Director

Three questions were brought to the Local 22 Department meetings last week which have the membership debating, discussing and arguing in Local 22, Winston-Salem, N. C.

First question is "WHY I JOINED THE UNION?" and there are three alternative answers, only one of which is true: 1. Because the boss told me to. 2. Because I wanted more money. 3. Because I thought if all workers organized together, we could better our working conditions and get higher wages and have a better life.

Some Local 22 members hold for answer 2—"because I wanted more money." The Education Committee and many members agree that everybody wants and is entitled to more money, but that this answer by itself is not enough. Answer 3, they say, is right because you have to do much more than organize for wage increases. For example, the labor movement has to get enough political strength to prevent wage increases from being swiped through price increases. Neither will wage increases alone buy good schools, city sewage systems and smooth roads. These are just a few of the points Local 22 people are thinking of—and the points about roads hits them between the eyes because many of the members' homes are on such bumpy roads that even if they had enough wages to buy automobiles, the engine and tires would be shaken to bits on them.

The second question is WHY DO THE BOSSES ALWAYS TRY TO GET WORKERS TO BELIEVE WHAT THEY SAY? Possible answers: 1. So they can be friends. 2. So they can keep the workers divided and make a big profit. 3. To prove to the worker that he has confidence in them and they can understand better than other workers.

There is a debate on this, mostly between 2 and 3, with the majority going for 2 which, according to the committee, is correct.

The last point is WHY SHOULD ALL WORKERS WORK TOGETHER IN THE PLANT AND IF ANY DIFFERENCES IN OPINIONS COME UP, GET TOGETHER AT LUNCH TIME OR AFTER WORK TO TALK IT OVER? Here again there are three answers, one which is entirely wrong, one which looks as though it might be right, and one that hits the nail on the head:

1. So we can let the boss know he can't divide us. 2. So some workers can let the other workers know how smart they are. 3. So we can find the reason behind the issue, talk about it, work out a plan to correct it and in this way everybody will be one. Answer 3 is correct.

Local 22 has no private patent on this method of starting discussions, and we suggest that it can be used in every FTA local.

The Education Committee thinks up the questions, and in Local 22 they mimeographed them, headed UNION EDUCATION QUIZ. Before each of the answers is a blank, and each member is asked to write "true" by the answer that is wholly correct. In most locals the place to bring the quiz is in the membership meeting. Local 22 is so big, with R. J. Reynolds ("Camels") and the leaf houses, that in their case it was best to bring it to the department meetings, which are the big membership meetings.

Moranda Smith, chairman of the Education Committee, is the moving spirit in the Local 22 work—but she certainly does not work alone. Here is the line-up of their work (listed on a leaflet made by Sister Smith, so all will know with whom they are working and on what):

Skit Committee: Florence Baity, Clarence Gunning, Flora Peoples and Harry Shouse. They plan, write and act out skits for membership and committee meetings. They have promised to send one in to FTA News so that all FTA members can see how they go about this. They act out grievances and other union activities. They are working on one now on registering to vote, since important city elections are coming soon.

Recreation Committee: Evander Rogers, baseball; Mildred Gilliam, softball; Austin Benjamin, boxing, and Annie L. Thomas.

Classes: Viola Brown, Marie Jackson, Annie Neal, Mary Samuel and Jewel Rosebourgh. Their work boiled down in "what subjects, when, teachers and outline." They are now working on classes on the city elections, have studied the thick black book that tells how the city government works, are getting information on city taxes, how the money is spent, and in general figuring out how they can organize to get some representation on the Board of Aldermen so they can begin getting more of the things workers need.

Singing: Ruth Davenport and Austin Benjamin. They work on union songs, popular songs, folk songs and other musical programs. Convention delegates will remember how Local 22 can sing.

Decorating: The assignment of Janie Wilson and Thelma Joyner is "education room, hall, pictures, to look like place for workers to come and enjoy." Local 22 headquarters already show results of their work.

Louvenia Lewis and Margaret Walker head the Book Committee, working on library, reading, lending of books, selling of books and pamphlets. They're getting the best of the literature together for the use of the membership. The 25c edition of "Freedom Road" is a Local 22 "best seller" but there are many others, too.

All of FTA can be proud of the education work of Local 22 and we can all learn from them. Please notice that the members themselves get the ideas and do the work, led by Sister Smith who was elected Education Chairman by and from the membership. Either Sister Smith or I would be pleased to send any local union education chairman more details if this would help develop work in another local like they are doing in Local 22. If you were near enough, or on the way of any trip we are taking, we would try to visit you, in order to talk with you directly.

Sister Smith's address is Local 22, FTA-CIO, 247½ North Main St., Winston-Salem, N. C., and mine is FTA-CIO, 20th and Race Sts., Philadelphia 3, Pa.

News—NLRB Bites AFL Teamsters

Another link has been forged in the growing chain of National Labor Relations Board decisions blasting collusive relationships between California cannery operators and AFL Teamster leaders.

Latest Board order directs the H. J. Heinz Company and the California Processors and Growers, Inc. to "cease and desist" from recognizing the AFL as bargaining agent for workers in the swank new Heinz plant at Tracy, Calif.

The order, issued January 29, is the second in a series of similar orders to affect directly the California Processors and Growers, top bargaining agency for the canning industry in California. A similar decision was directed against the G. W. Hume plant in Turlock, a CP & G member.

Heinz, like others in similar cases, has ignored the order, thus making it necessary for the NLRB to go to Federal court for enforcement. Many similar orders, for the most part involving independent canneries, are currently working their way up Federal court dockets.

The latest Board order finds that Heinz and CP & G signed a backdoor agreement with the Teamsters at a time "when the existing personnel at the Tracy plant did not constitute a group representative of the working force. . . ."

NEW SCHOOLS SET

The round of Local 10 Leadership Training Schools is moving through the nine divisions of this new Eastern North Carolina leaf house local, located in nine different cities, with the officers and stewards and active members attending every night after work for a week, and for five hours on Saturday in each division.

At the Henderson-Oxford school, 54 received certificates for regular attendance, the Rocky Mount school has been completed and Lumberton is scheduled for March 10-15, with International Vice-President Bob Lathan to lead the discussions. Regional Director Frank Green conducted most of the Rocky Mount school. The Greenville and Kinston schools were completed some weeks ago. So far Henderson and Oxford hold the banner for the biggest "firsts" during the schools.

The call is out for the West Coast school at Asilomar in Pacific Grove, California, March 30, through April 5, with prospects for big delegations from the Washington, California and Arizona locals. This will be followed by weekend schools in the Imperial Valley and Phoenix divisions of the big fruit and vegetable shed local 78.

Highlander Folk School in Monteagle, Tenn. has been reserved for a two week school the end of April, although the date has not been finally set. The Mississippi Delta locals planned for this school at the regional council meeting where they decided that the extra money needed to send delegates for two weeks, instead of one week like last year, could be raised, and that the longer school would bring returns in the form of more thorough work.

The Bowen Country Club in Weukegan, Ill. has been engaged June 8-14 for the Mid-West school.

Suggestions from FTA officers or members about the 1947 schools are welcomed by Connie Anderson, Education Director.

An NLRB election at the Buckeye Cotton Oil Co. in Jackson, Miss., last week scored another FTA victory with a vote of 57 for FTA to 19 for no union. This is the 11th Buckeye plant to come into the union.

Florida's First

FTA Pact Makes 'Citrus History'

Florida history was written in the citrus belt here, February 19, by the membership of FTA Local 43 when top officials of the giant Pasco Packing Company signed a CIO union contract covering 2,000 workers at the largest citrus processing plant in the world.

Smashed by the FTA-CIO contract were many sub-standard precedents still held throughout un-organized sections of Florida's multi-million-dollar citrus industry. Recorded by the Pasco contract are wage and working condition standards previously unheard of by the thousands of workers employed in Florida citrus.

Among new standards set is a 65c an hour minimum wage for regular employes with no differential between men and women. Unorganized Florida citrus plants have minimum wage differentials ranging from 10-25c an hour, and in some plants minimums for women are as low as 40c an hour. The new 65c Pasco rate also makes a total minimum wage increase of 25c an hour since CIO organization began last summer.

Also provided is classification of all jobs with rates for each job based on a job evaluation program with workers representation guaranteed on all job committees. This section also provides for re-classification if job requirements change and guarantees that any "inequality" claim concerning a job rate will be handled as a grievance.

While piece-rate and incentive pay plans apply to many Pasco jobs, all jobs carry hourly-wage guarantees based on the classification and evaluation programs. General increases in these guaranteed hourly wage rates have gained 18-30c an hour for Pasco workers over and above rates in effect when FTA-CIO organization began last summer. The average increase in hourly wages since then is more than 50%.

Pasco citrus workers are guaranteed piece rate and incentive pay standards better than in unorganized plants through "lost time" and other protective features provided by the contract, with incentive pay earnings calculated on a daily basis.

Added gains include: an extra 2½c an hour paid for work on shifts starting before 5:00 a.m. or after 12 noon; and a provision that the higher job rate shall be paid when employes are temporarily transferred from one job to another.

Despite the hourly wage gains chalked up by Pasco workers, the biggest advance was on the overtime pay. The contract cuts out the so-called "agricultural" exemptions of the Fair Labor Standards Act, with time-and-one-half pay guaranteed for their work after forty hours each week.

Other gains established for Florida's citrus industry are: A one-week paid vacation after a year of service; July 4, Labor Day, Thanksgiving and Christmas as holidays, with time-and-a-half pay if worked.

Seniority is another "first" in the contract. It includes job promotion or transfer; temporary or seasonal layoff with provision for recall and reinstatement of employes when work is resumed; and job preferences for regular employes.

Other gains are: safety and health protections; bulletinboards for the union and joint agreement on operating rules.

A practical and effective approach to the collection of union initiation fees and monthly dues is established by the contract provision which provides for check-off upon authorization by employes.

Guarantees that the contract will be enforced are provided in sections which set up grievance committees and procedure. Grievance committee members are elected in accord with union constitution and by-laws; they receive regular pay for time lost investigating and settling grievances, and hold top-ranking seniority. The contract provides for arbitration through the U. S. Conciliation service if the Union and the Company fail to agree on a grievance settlement.

Continuing in effect until September, 1948, the Pasco contract provides for wage re-opening in September, 1947, at the beginning of the next Florida citrue season.

The rank and file Local 43 committee which negotiated the contract without aid of outside conciliation or resort to economic action was composed of President H. L. Burnett; Secretary-Treasurer Thomas R. Pitts; and Mrs. Flossie Cox, representing women and piece-rate employes. The committee was assisted in negotiations by FTA Regional Director John G. Lackner.

I TRIED TO KEEP DOWN PRICES, BUT I HAD TO RAISE THEM TO COVER THE WAGE DEMANDS OF MY EMPLOYES!
PRESS
IF THAT'S TRUE IT DOESN'T PAY TO ASK FOR A RAISE!
O.P.A. STUDY BROUGHT UP-TO-DATE BY CIO
DON'T BE A CHUMP! LOOK WHAT THIS STUDY SHOWS ABOUT THAT
LABOR COST IS JUST A SMALL PART OF THE VALUE OF A FINISHED PRODUCT— ABOUT 16.6%, OR LESS THAN— 1/6 ON ALL MANUFACTURING.
THEN A WAGE RAISE IS JUST A RAISE ON THAT PART, SEE? IT'S A PIECE OF A PIECE— A HUNK OF A HUNK— GET IT?
BUT WAGES DID GO UP
SURE, THE AVERAGE INCREASE ON THE HOUR WAS 8.2%. THAT'S FROM THE BEST WAR-TIME MONTH TO OCTOBER, 1946
OPA STUDY
WELL THEN?
THAT 8.2% RAISE WAS A RAISE ON THE 16.6% THAT GOES INTO WAGES, REMEMBER?
THAT MEANS PRICES SHOULD HAVE GONE UP ONLY 1.4% TO COVER WAGE RAISES
YOU'D THINK THEY COULD HAVE PAID THAT OUT OF THEIR RECORD PROFITS
Price rise should have been 1.4%
WELL, HOW MUCH DID THEY RAISE PRICES?
THEY RAISED THEM 27.8%! AND THEY FIGURE IF THEY BAWL LOUD ENOUGH WE'LL THINK IT HURT 'EM
Price rise should have been 1.4%
Actual rise 27.8%

Cold work picketing St. Michael's Cemetery in New York. Members of FTA Local 293, these workers are walking the line as the only means left of getting satisfaction on their demands for a wage increase, insurance benefits, hospitalization, etc. Cemetery workers are excluded from Social Security Act benefits, hence the insurance demand. (Picture from PM)

Philip "Slim" Connelly, secretary of the Los Angeles, Calif. CIO, was sentenced to 60 days on the county prison farm for picketing in a CIO strike. Much stiffer jail raps are aimed at union members in bills now before Congress.

Map Quaker Oats Drive

By J. N. Billings, Reporter

First steps in the Joint Council of Quaker Oats Locals plans to win a master contract covering all Quaker Oats workers got under way with an organizing drive at the Marion, Ohio plant.

The organizing drive at the Marion plant, first on the Council's agenda, is being directed by Hugh Moneypenny, council president and president of Local 120 in Akron, Ohio, who has been assigned to the job as International Representative for that district.

Moneypenny reports that a petition for election is being filed. Charges of unfair labor tactics have been filed with the NLRB against the Quaker Oats plant on behalf of James Fouse who was fired for union activity. Fouse was one of the first Marion plant workers to sign up in the union and has been active in the organizing drive.

The company's attempts to discourage the workers from organizing by this action has backfired, according to Moneypenny, who reports that more workers than ever are flocking to the union to join the fight for decent working conditions, higher pay and security.

Affiliates of the Quaker Oats Joint Council include representatives from organized plants in Akron, Ohio; Cedar Rapids, Iowa; St. Joseph, Mo.; Memphis, Tenn.; Depew, N. Y. and Peterboro, Ontario.

Success Story

FTA's drive in the tobacco leafhouses of North Carolina is a "tremendous success" according to Van A. Bittner, who heads the CIO Organizing Committee directing the Southern drive.

"The campaign in the state's tobacco industry has been a tremendous success," Bittner said in a recent review of the drive. "One local union of the Food, Tobacco, Agricultural and Allied Workers in eastern North Carolina now has more than 10,000 members."

In a mid-month roundup of election victories, Bittner noted that FTA had won 52 elections in the drive so far.